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Program Outlines:

Module 3: Training Delivery

Training Focus: Successfully delivering and facilitating informal and formal learning solutions in a way that engages the learner and produces the intended results.

1. Individual Learning Preferences
 - a. Kolb's Learning Style Inventory
 - b. Herrmann's Brain-Based Approach
 - c. Visual, Auditory and Kinesthetic Model
 - d. Multiple Intelligences
 - e. Learning Styles Inventory
2. Various Delivery Options and Media
 - a. Blended Learning
 - b. Online Learning
 - c. T&D Performance Support System
 - d. Games and Simulations
 - e. Self-Directed Approach
 - f. On-the-Job Training
3. Facilitation and Presentation Techniques
 - a. Creating a Learning Climate
 - b. Facilitating Learning Activities
 - c. Facilitation Techniques
 - d. Icebreakers, Openers, and Closing Activities
 - e. Questioning Techniques
 - f. Presentation and Training Tools
4. Organizational or Cultural Differences in Learning Preferences
 - a. Barriers to Communication
 - b. Formal vs Informal Approaches
 - c. Individual Differences in Learning Preferences
5. Preparing for Delivery
 - a. Preparing Content
 - b. Presentation Notes
 - c. Rehearsals
 - d. Personality

